

**San Jose Fire Fighters, IAFF, Local 230  
2010-2011 Total Compensation Profile**

**TOP STEP FIRE ENGINEER<sup>1</sup>**

	<b>Current Compensation</b>	<b>After 8.91% Total Compensation Reduction<sup>2</sup></b>
Base Pay	\$109,366	\$98,813
Holiday-In-Lieu (5.623%)	\$6,150	\$5,556
Anti-Terrorist Training Pay (2.00%)	\$2,187	\$1,976
Education and Training	\$910	\$910
EMT	\$2,947	\$2,663
Uniform Allowance	\$495	\$495
<b>Total Cash Compensation<sup>3</sup></b>	<b>\$122,056</b>	<b>\$110,413</b>
Retirement Contribution (44.16%)	\$51,978	\$46,962
Unemployment Insurance <sup>4</sup>	\$831	\$751
Health Insurance <sup>5</sup>	\$13,016	\$13,016
Dental Insurance (PPO) <sup>5</sup>	\$1,271	\$1,271
Life Insurance	\$24	\$24
EAP	\$253	\$253
<b>Other Benefits</b>	<b>\$67,374</b>	<b>\$62,277</b>
<b>Total Pay and Benefits<sup>6</sup></b>	<b>\$189,429</b>	<b>\$172,690</b>
<b>Cost of 10% Total Compensation</b>	<b>\$18,943</b>	
<b>Total Compensation Savings</b>		<b>\$16,739</b>
<b>% of Total Compensation Savings</b>		<b>8.84%</b>

**Notes and Comments**

<sup>1</sup> Fire Engineer classification is eligible for overtime.

<sup>2</sup> Assumes 8.91% Total Compensation is taken off of base pay

<sup>3</sup> Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

<sup>4</sup> Unemployment Insurance rate increased from 0.31% to 0.76% of payroll

<sup>5</sup> Assumes employee is enrolled in family health and dental.

<sup>6</sup> Does not include value of paid sick leave and paid vacation leave.